

Highest Paying Companies of 2019

The Levels.fyi annual report for software engineering compensation.

Questions? Reach out at hello@levels.fyi



levels.fyi

This was a big year for Levels.fyi. We're excited to share market trends, what we've accomplished this year and what's to come. **Compensation figures that follow reflect median total yearly compensation including salary, stock, and bonuses.** As always, compensation and leveling depend on a variety of factors including interview performance, past experience, competitive offers, etc. The compensation numbers here are for the absolute top paying tech companies and may not reflect compensation for the rest of the market.

Top Pay by Levels

The Levels.fyi Standard is a leveling hierarchy we've abstracted from company-specific names to make aggregation easier. In this report, we'll go through each level, what it means, and the top paying companies for each.

Entry-Level Engineer (I)

Typically 0-2 years of experience. New-grads or little to no industry experience. Develop and maintain low to moderately complex components working on a team. Typically receives guidance and support from more experienced team members.

Rank	Company	Headquarters	Title Name	Compensation
1		San Francisco, CA	T3	\$234,000
2		San Francisco, CA	L1	\$223,000
3		San Francisco, CA	L3	\$207,000
4		Sunnyvale, CA	Software Engineer	\$192,000
5		Redwood City, CA	IC-2	\$175,000

Engineer (II)

Typically 2-5+ years of experience. Develop and own moderate to complex components. Possibly lead a small team or project. Ability to mentor engineers, provide technical guidance, code reviews, design and deliver on small projects end-to-end. Impact is typically at the immediate team scope. At many companies, this is considered a 'career-level', as in you can spend the rest of your career operating at this level without being pushed out for not being promoted.

Rank	Company	Headquarters	Title Name	Compensation
1	 airbnb	San Francisco, CA	L4	\$334,000
2	Linked 	Sunnyvale, CA	Senior SWE	\$300,000
3		San Francisco, CA	T4	\$295,000
4		San Francisco, CA	L2	\$291,000
5	Snap Inc.	Santa Monica, CA	L2 / L3	\$287,000





Senior Engineer (III)

Typically 5+ years of experience. Typically less than 30% of employees in a company are at this level. Expected to lead and own complex technical initiatives. Begin setting the vision and future direction of team. Impact across multiple related teams within an org. Role shifts more towards design rather than implementation depending on size and expectations at company.

Rank	Company	Headquarters	Title Name	Compensation
1	 Pinterest	San Francisco, CA	L5	\$505,000
2	 stripe	Sunnyvale, CA	L3	\$443,000
3	 airbnb	San Francisco, CA	L5	\$434,000
4	 NETFLIX	Los Gatos, CA	Senior Software Engineer	\$430,000
5	 LinkedIn	Sunnyvale, CA	Staff Software Engineer	\$423,000






Staff Engineer (IV)

Typically 10+ years of experience. This level is much more coveted than the previous ones. Typically less than 10% of employees in a company are at this level. Impact spans across organizations. Entrusted with business-critical projects and for setting technical vision for an org or multiple orgs. Responsible for reviewing and providing feedback on technical designs across an org. Little to no day-to-day coding. Role depends highly on organizational and company needs and becomes loosely defined. Expected to operate fully autonomously.

Rank	Company	Headquarters	Title Name	Compensation
1	Snap Inc.	Santa Monica, CA	L5	\$600,000
2	 lyft	San Francisco, CA	T6	\$550,000
3	 airbnb	San Francisco, CA	L6	\$530,000
4	 f	Menlo Park, CA	E6	\$520,000
5	 amazon	Seattle, WA	Principal SDE	\$500,000

Principal Engineer (V)

Typically 15+ years of experience. Usually less than 3% of employees in a company are at this level. Smaller companies may not have any individuals at this level. Impact spans across the company and sometimes industry. Expected to operate fully autonomously.

Rank	Company	Headquarters	Title Name	Compensation
1		Menlo Park, CA	E7	\$950,000
2		Mountain View, CA	L7	\$710,000
3		San Francisco, CA	L6	\$575,000
4		San Francisco, CA	IC5	\$568,000
5		San Francisco, CA	Architect	\$533,000

Top Pay by Region

We crunched the numbers across the United States and found the following metros to have the highest median pay



Rank	Location	Median Pay
1	San Francisco Bay Area, CA	\$227,000
2	Seattle, WA	\$198,000
3	New York, NY	\$190,000
4	Los Angeles Greater Area, CA	\$178,000
5	Pittsburgh, PA	\$170,000

Year in Review

After three years operating as a side-project, we (Zaheer & Zuhayeer) have officially gone full-time on Levels.fyi. Our Mission is to help people make better career decisions and we're just getting started!



Highlights

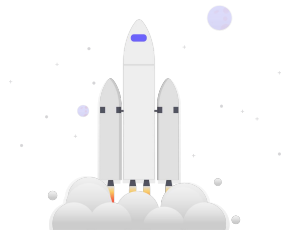
- Verified Salaries - We've begun collecting offer letters to validate our self-reported data (P.S. upload yours [here](#))
- More Visuals
 - As [Salary Range Charts](#)
 - By Company (ex. [Google](#), [Facebook](#))
 - By Metro Region (ex. [SF Bay Area](#), [Seattle Area](#), [NYC](#))
- [Internship Guide & Salaries](#)
- [Levels.fyi Standard](#) - Leveling hierarchy we've abstracted from company-specific names to aggregate statistics across companies.

What's Next

We believe people should be paid fairly and the first step towards it is transparency. To do so, we aim to source and present the most accurate and comprehensive dataset available anywhere. In the coming months, we'll be adding richer data including reviews, benefits, and more. Although our compensation data is the most accurate crowdsourced set online, we're determined to do better. We started down this road when we began collecting verified offer letters and are looking forward to continue innovating and raising the bar.

Over the years we've found that our anonymous data is not just useful to job-seekers, but also recruiters and compensation analysts. Through conversations, we realized the need for normalizing and cleansing our data. We have been working with several companies around compensation and leveling. In the next year we'll further expand our offerings in this area. [Contact us](#) for more info!

A big Thank You to all of our users! We look forward to serving you on our road to the #1 site for workplace transparency!



How can I contribute?

1. [Submit leveling](#) information for your company
2. [Add your compensation](#) anonymously
3. Spread the word and help us bring transparency to the workplace. Share the report with your friends, social networks and groups!
4. [Email us](#) any other feedback!



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Helping you make better career decisions
hello@levels.fyi